

## BluSky Restoration Code of Conduct

### For

## Subcontractors, Staffing Providers & Vendors

### Introduction

BluSky Restoration has a strong commitment to upholding the highest ethical business standards, following the spirit and letter of the law, caring for the safety and well-being of our employees and acting responsibly within the communities in which we work. BluSky's core values of integrity, excellence, empathy, teamwork, innovation, passion and fun are the foundation upon which our company's success is built. We choose Subcontractors, Staffing Providers and Vendors who share our commitment to good ethical practices and in return we strive to be fair and honest, firmly believing that relationships built on our core values will be sustainable and beneficial for all. We require everyone working on a BluSky project to follow our core values and maintain the standards set forth in BluSky's Code of Conduct.

### Compliance with Laws

BluSky complies with all applicable civil and human rights and labor laws and require all Subcontractors, Staffing Providers and Vendors be in full compliance with all applicable laws and regulations. We require them to obey the laws that require them to treat workers fairly and provide a safe and healthy work environment. They must also ensure that lower-tier subcontractors, labors and vendors be in full compliance. "Laws" include all applicable national, federal, state, and local laws, including, but not limited to those listed below. BluSky expects Subcontractors, Staffing Providers and Vendors to ensure that lower-tier contractors working on its projects follow the same standards as set forth herein.

1. **Equal Employment Opportunity/No Harassment** – BluSky expects all Subcontractors, Staffing Providers and Vendors not to discriminate in hiring or employment practices. It expects them to create and maintain a work environment free of discriminatory acts, harassment or retaliation without regard to race, color, religion, gender, national origin, veteran status, citizenship, age, disability, pregnancy, sexual orientation, gender identity, marital status, political affiliation, union membership or any other factor prohibited by applicable law.
2. **Labor Conditions & Pay** – BluSky expects Subcontractors, Staffing Providers and Vendors to ensure that their employees and those of their contractors follow all applicable safety and health standards and provide a workplace free from recognized hazards and exploitation and are compensated in accordance with all applicable wage and work hour laws and regulations in all states and municipalities that work is being performed.

- 3. Human Rights** – BluSky is committed to upholding ethical and sustainable business operations—at the center of this commitment is respect for people and their human rights. We value diversity and strive to create an inclusive culture that fosters innovation and growth. We expect all Subcontractors, Staffing Providers and Vendors to have the same commitment.

### **Safety**

BluSky is committed to creating and maintain a positive Health & Safety Culture embraced by all employees, Subcontractors, Staffing Providers and Vendors. We expect all Subcontractors, Staffing Providers and Vendors to comply with all requirements of Occupational Safety and Health Act (OSHA) and all other applicable federal, state, and local health, safety and environmental laws, rules, and regulations.

### **Ethics**

BluSky is committed to the highest standards of ethical conduct and seeks to do business only with Subcontractors, Staffing Providers and Vendors who share these same values. We conduct our business transactions fairly and properly and expect the same from our subcontractors, labor providers and vendors.

### **Violations**

BluSky considers the principles set forth in this policy as core business values. Subcontractors, Staffing Providers and Vendors that we believe do not meet BluSky's expectations will have punitive measures taken against them which may include being terminated and no longer allowed to conduct business with BluSky.